


PUBLIC HEALTH AS ANTI- OPPRESSION WORK

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WHAT ARE WE DOING TODAY?

- Figuring out who I am
 - Defining key terms
 - Talking about disparities
 - Getting everyone involved
 - Intervention
 - Key takeaways
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WHO AM I?

- Young & Restless
- Young Invincible
- Young & Crazy
- Living the Dream
- Unconsciously Biased



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DEFINITIONS

KEY TERMS



- Diversity
- Equity
- Inclusion
- Racism
- Intersectionality
- Oppression

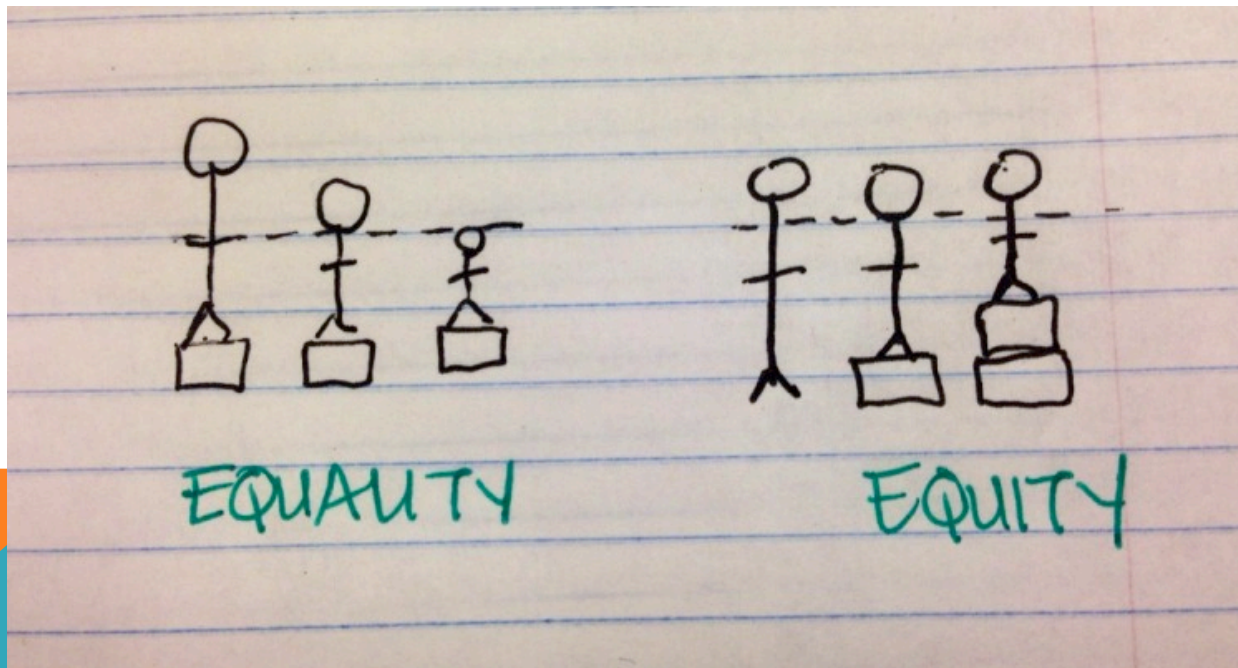
DIVERSITY

Those who bring a unique perspective or life experience to the decision-making table



EQUITY

Improving equity means promoting justice, impartiality, and fairness within the procedures and processes of institutions or systems, as well as their distribution of resources. Tackling equity issues requires an understanding of the underlying or root causes of outcome disparities within our society.



INCLUSION

Diversity



Inclusion



Inclusion refers to the degree to which individuals with diverse perspectives and backgrounds are able to participate fully in the decision-making processes of an organization or group.

While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.”

RACISM

- Differential and/or unfair treatment of individuals on the basis of race is the most commonly understood and accepted manifestation of racism
- Necessary to distinguish attitudes and beliefs (“racism”) from behaviors and practices (“discrimination”)




INTERSECTIONALITY

Framework based on belief that oppressions are interlinked and cannot be solved alone.



OPPRESSION

- **Oppression**
 - Unjust or cruel exercise of authority or power.
 - **Institutional Oppression**
 - Systematic mistreatment of people within a social identity group, supported and enforced by the society and its institutions, solely based on the person's membership in the social identity group.
 - Established customs, laws, and practices.
 - **Overt Oppression**
 - Open and observable, not secret or hidden. Target is aware.
 - **Covert Oppression**
 - Secret or hidden and not openly practiced, or subtle. Target second guesses themselves and their reactions.
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DISPARITIES

WHAT ARE THE STATS?

Have to go beyond
what they are and
look at why they are

SWIMMING UPSTREAM

- **Go "upstream"**
 - Some groups of people have higher rates of obesity
- **Does it have to do with where these groups of people live**
 - Liquor stores vs. grocery stores
 - Open lots vs. green space
 - Pot holes vs. complete streets





PARTICIPATION

Let's get everyone involved



- **Raise your hand if:**
 - You've ever been stressed or depressed
- **Keep it up if:**
 - You've eaten to handle that feeling
 - You've had a drink to handle that feeling
 - You've smoked to handle that feeling

INTERVENTIONS

WHAT ARE THE INTERVENTIONS

- Are interventions recognizing and building off cultural strengths and values?
- Are they culturally appropriate?
 - Example: Food pyramid
- Have you asked any members of the community for ideas?



WHO IS DELIVERING THE INTERVENTIONS

- Make sure you're not telling someone their culture is wrong
- Promotora model
- Participatory Research



HEY, KATY PERRY

CULTURAL SENSITIVITY

- Knowledge and interpersonal skills that allow you to understand, appreciate, and work with individuals from cultures other than your own
- No value assignment
- An **awareness** and **acceptance** of cultural differences, self awareness, knowledge of a other person's culture, and **adaptation of skills**

CULTURAL APPROPRIATION

- Members of a dominant group **exploiting** the culture of less privileged groups—often with **little understanding** of the latter's history, experience and traditions
- Adoption of elements of one culture by members of a different cultural group who may eventually become the new face of said cultural practices, passing the **illusion** that certain cultural practices are authentic to them



CULTURAL COMPETENCE

Effectively operating in different cultural contexts

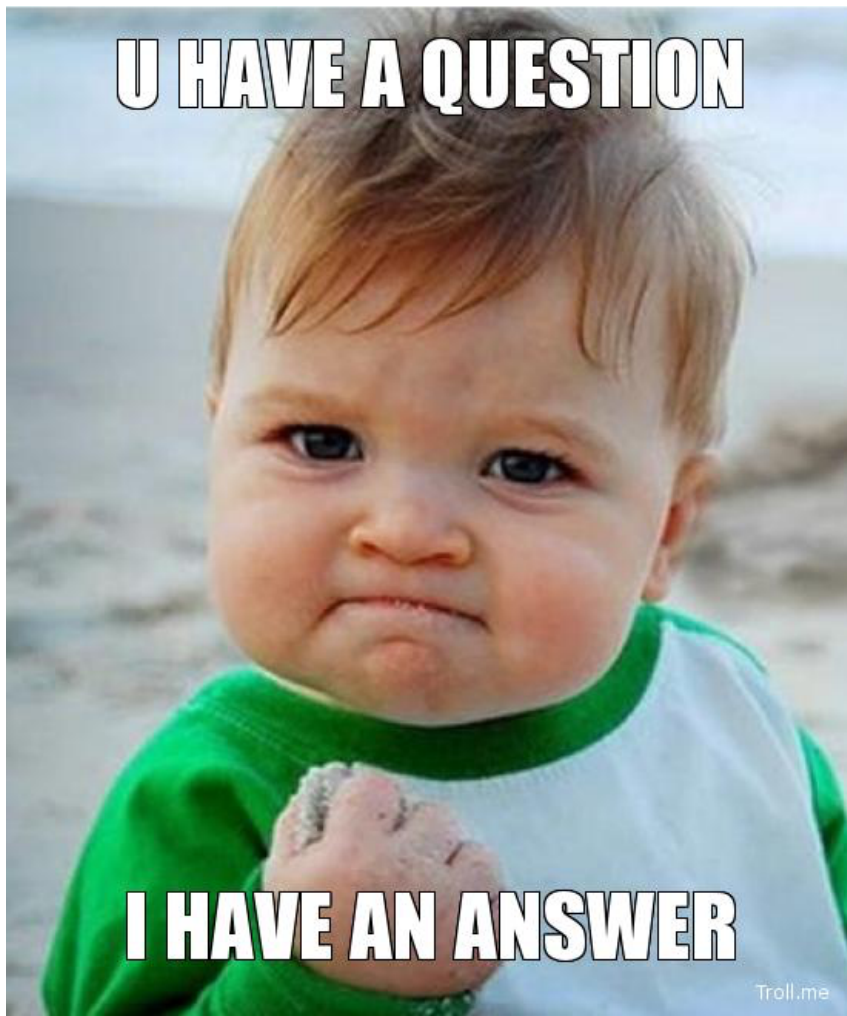
Cultural competence is the integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices, and attitudes used in appropriate cultural settings to increase the quality of health care; thereby producing better health outcomes



TAKEAWAYS

REMEMBER

- Swim upstream
- Know who you are
- Know who you're serving
- Co-power not empower
- Make mistakes



QUESTIONS?